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**APPRENTICESHIP
TRAINING PROGRAM

BIENNIAL REPORT FOR

1993 & 1994**

SUBMITTED TO: GOVERNOR MARC RACICOT

PREPARED BY :

THE APPRENTICESHIP TRAINING PROGRAM

MONTANA DEPARTMENT OF LABOR & INDUSTRY

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DEPARTMENT OF LABOR AND INDUSTRY
JOB SERVICE DIVISION



MARC RACICOT, GOVERNOR

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The Honorable Marc Racicot
Governor
State of Montana
Helena, MT 59620

Dear Governor Racicot:

In accordance with Section 39-6-101, MCA, Duties of department, we have the honor to submit to you the Biennial Report of the Montana State Apprenticeship Training Program. This report covers January 1, 1993, through December 31, 1994.

Respectfully submitted by
The Montana State Apprenticeship Training Program.

A handwritten signature in cursive script that reads "Daniel F. Miles".

Daniel F. Miles, Supervisor



MONTANA Apprenticeship
Training Program

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INTRODUCTION

Apprenticeship is an important resource for employers and an opportunity for workers in these demanding times. In the environment of "down sizing" and "right sizing" the work force must be more efficient and productive. The better we train Montana's workforce today, the more likely they are to be up to the challenges in tomorrow's work place.

Employers in every segment of the economy are saying

“I can't find skilled workers.”

As unemployment figures become lower, the availability of skilled workers declines. The remaining people are likely to be those with skills that don't match those of current openings in the job market. The Apprenticeship Training Program, Department of Labor and Industry, helps fill this void through services provided to Montana employers.

Through a registered apprenticeship program employers can receive assistance to train Montana workers to become highly skilled. As Montana's economy becomes more service based, the demand for a better trained, skilled work force will increase.

Apprenticeship is the oldest form of skill training there is. It is a skilled worker teaching the skills of their craft to other workers. Registered apprenticeship training includes both supervised on-the-job training through actual work and related technical instruction. Management, Labor and Government working in concert provide structured, progressive apprenticeship programs to develop high quality, skilled workers for Montana's workforce.

An employer that sponsors a registered apprenticeship training program in their company experiences many benefits:

1- A Source Of Trained Workers

Employers can guarantee their companies a steady supply of competent, well-trained workers. These workers will have the added benefit of being trained in the sponsoring company's quality standards and work practices. Skilled workers do the job faster and with fewer callbacks.

2- Economy

Apprentice training costs are minimal because apprentices produce while they learn and earn on a progressive wage schedule.

3- Less Turnover

Apprentices in a certified training program know they have jobs with futures. Satisfied employees mean less potential turnover.

4- Improved Labor Relations

Employers establish a mutually beneficial association with the apprentices in their employ.

5- Demonstrates Community Commitment

Employers that sponsor a registered apprenticeship program have taken it upon themselves to provide more career opportunities and training for people in their communities.

6- Recognition

Apprenticeship training programs registered by the Montana Department of Labor and Industry have the respect of industry, labor and communities.

APPRENTICESHIP SYSTEM AND

ADMINISTRATION

APPRENTICESHIP

Apprenticeship is a voluntary training program. Employers that choose to sponsor a program are expected to meet established high program standards. Apprenticeship standards are established by their respective industry, in cooperation with government. Apprenticeship sponsors are intended to train skilled workers that know all aspects of their particular industry, not just workers with limited experienced. Not all employers engage in a broad enough scope of their particular trade to adequately train an apprentice.

Apprenticeship is on-the-job training supplemented with related technical instruction. Apprentices work under the supervision of qualified journeyworkers to develop the skills, learn the techniques, materials and equipment of the trade. Classroom or approved home study courses that provide training in the theoretical and technical aspects of the trade are required. Minimum class time is 144 hours for each year of the apprenticeship, but may be higher for some trades.

Apprentices are generally evaluated every six months and receive pay raises upon verification of satisfactory progress in skill development and course work. An apprentice's starting wage is usually about 50% of the applicable journeyworker rate. There are wage increases of five to ten percent for each increment period of satisfactory progress.

When a registered apprenticeship program sponsor verifies that the apprentice has fulfilled all requirements of the training program, the Montana Apprenticeship and Training Program issues a certificate of completion. This validated national credential is proof that the completing apprentice is a fully qualified skilled worker in their trade.

ADMINISTRATION OF APPRENTICESHIP PROGRAMS

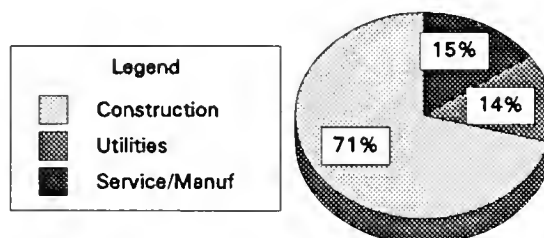
In 1941 the Montana 27th Legislative Assembly enacted Chapter 149 to create a state apprenticeship system. The program operated with informal federal recognition from 1941 until 1977. Federal regulations (Title 29, CFR 29.12) were finalized in 1977; the United States Secretary of Labor officially recognized the authority of the Montana Department of Labor and Industry to determine individual apprenticeship program compliance for federal purposes.

Over the years apprenticeship has been administered from several divisions within the department. The Montana Department of Labor and Industry was reorganized in 1993; the Apprenticeship Training Program was relocated in the Job Service Division on July 1, 1993. This placement of the program provides a more direct administrative link with other employment and training services provided by the department and provides a closer link with local communities.

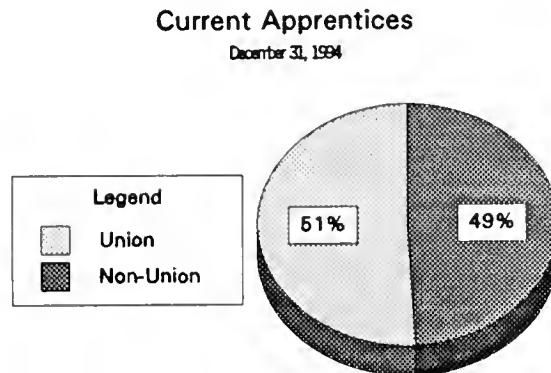
There is a stereotypical image of apprenticeship in the general public as just union construction jobs. Registered apprenticeship also includes numerous jobs in the medical and food service field, as well as many mechanical and artisan trades. There are over 170 occupations recognized as apprenticeable in Montana. The Apprenticeship Training Program currently has apprentices being trained in 60 of those trades. As of December 31, 1994, Montana registered apprentices were being trained in three major labor categories: construction, utilities, and service/manufacturing.

Registered Apprentices

December 31, 1994



The Montana Apprenticeship Training Program provides technical assistance and oversight for all registered programs. In Montana 90% of the registered programs and 49% of the 755 apprentices are non-union.



Additionally, there are 31 Joint Apprenticeship and Training Committees (JATC) sponsored programs. The JATCs are structured with equal representation of management and labor members. The JATCs are generally the larger apprenticeship sponsors and historically the models for their trades.

The Apprenticeship Training Program, Department of Labor and Industry, provides the following types of technical support, informational and consultation services to employers, workers, the public, and educational community:

- ▶ Free consulting and technical assistance in setting up and registering apprentice training programs.
- ▶ Oversight service and monitoring of existing apprenticeship programs to ensure compliance with state, federal and industry training standards and successful completion of apprentices.
- ▶ Maintain and revise apprentice training standards, to safe-guard the welfare of apprentices and to ensure the quality of the training.

- ▶ Provide information to the public about apprenticeship opportunities.
- ▶ Certify apprentices on public works projects and functions as a federally authorized approval agency for Veterans Administration benefit purposes.
- ▶ Record and issue certificates to individuals who successfully complete their apprenticeship training program.

Apprentice sponsorship is a significant commitment between an employer and the apprentice. The sponsors train skilled workers that support Montana's economic vitality. Apprenticeship Training Program staff work with sponsors on a continual basis to ensure the best prospects of successful completion for as many apprentices as possible. Successful apprenticeships require various types and degrees of involvement from all parties through the term of each apprentice.

The program's staff invests time, resources and energy in the success of each apprentice registered. New apprentices count as a successful achievement when they complete their apprenticeship. To help contribute to that success the staff strives to stay involved with each program and apprentice throughout their training period.

As an example: Program assistance was provided for a sponsor and apprentice in an electrician program. The apprentice had nearly completed the on-the-job training portion of his apprenticeship; he had fallen behind on his required related training course work. The sponsor and the apprentice agreed he likely would not pass the State Electrical Board journeyman exam, without the benefit of the knowledge gained through completing his courses. Apprenticeship Training Program staff provided planning assistance and closely monitored his progress; he is currently on his last course. Near the end of this process the apprentice stated to his Apprenticeship Training Program field representative:

“I didn't like it at first, but I never would have finished if you hadn't stayed on me. Thanks!”

Prior to the certification of a new sponsor and apprentice, thorough information is gathered and consultive services are provided. The more complete the understanding of those involved in the process, the fewer problems there are to correct through the term of the apprenticeship.

Apprenticeship Training Program staff provide active program management assistance to sponsors and apprentices. The staff also provides the in-person service that many Montana employers expect and is provided to employers with no fees or direct cost.

In 1994, the four person Apprenticeship and Training Program staff:

- ▶ traveled over 34,000 miles developing and servicing programs
- ▶ spent 1,600 hours in the field working directly with the apprenticeship community in Montana
- ▶ registered 244 new apprentices
- ▶ certified 58 new sponsors and
- ▶ conducted 293 on site program compliance reviews
- ▶ handled nearly 6,000 telephone calls requiring various degrees and levels of response
- ▶ sent out 236 information packages for various trades to individuals interested in sponsoring a program or becoming an apprentice.

Apprentices, unlike many people in learning situations, earn wages that contribute to the support of all levels of government and purchase goods and services in their communities. The progressively increasing wages lead to good stable wages in skilled occupations. Well paid, trained and skilled labor is the backbone of Montana's economy.

FEDERAL COMPLIANCE REVIEW

Federal statutes mandate a standardized system for voluntary co-operative relationships between management, labor, and government, for the purpose of training qualified craftworkers.

In September 1994, the United States Department of Labor reviewed the Montana Apprenticeship Training Program for the 1993-1994 biennium. Their review found this program to be operating in total compliance with all areas of responsibility under applicable federal regulations.

The Montana staff was complimented for working cooperatively with the federal Department of Labor in promoting and maintaining a viable and effective apprenticeship program for our citizens.

RELATED INSTRUCTION FUNDING

From 1980 to 1990, related instruction for apprenticeship was funded by the Carl D. Perkins Vocational and Applied Technology Education Act. In response to cut backs in Perkins funding, HB-704 passed the Montana legislature to fund related instruction through state resources. Unemployment Insurance Penalty and Interest Trust Fund appropriations provided funding for apprenticeship related instruction for the fiscal years 1992 and 1993.

In the 1993 legislature HB 129 re-established this funding for fiscal years 1994-95. HB 129, provided funding for instructors' wages, journeyworker upgrade training, home study and instructor training schools. The bill allocated \$140,000 a year for fiscal years 1994 and 1995; HB 129 will sunset at the end of fiscal year 1995.

The Apprenticeship Training Program staff has taken a stronger stance on apprentices taking related instruction through home study courses. Apprentices working on courses without the benefit of an instructor need a strong support system. Several program measures to provide this support have shown marked improvements in the last three years. In 1992 the state share funding for apprentices completing their related training requirements through correspondence courses was \$9,000. With an increased emphasis on completion of course work the utilization of that resource has tripled. In fiscal year 1994, \$23,500 in state funds was spent supporting home study courses. Apprentices completing home study are now tested in proctored examinations administered at local Job Service Offices.

A strong indicator of the performance of registered apprentices and required related training is found in the state license examinations for plumbers and electricians. According to Department of Commerce information, normally at least 80% of those who *have not* completed a registered apprenticeship fail the examination their first attempt. Nearly 100% of registered apprentices that *have completed* their program pass the examination the first time they take it. In 1993 and 1994 all electrical apprentices, and all but one plumbing apprentice, that completed their programs passed the journeyworker examination on their first attempt.

1993-1994 APPRENTICESHIP AND TRAINING

PROGRAM ACTIVITIES

APPRENTICESHIP STATISTICS

The number of registered apprentices in Montana as of December 31, 1994 was 755, compared to 645 on that date in 1992. Currently there are 316 certified sponsors of apprenticeship. There were

58 new programs

developed and registered in calendar year 1994. Out of the 755 apprentices, 5% are

female, and 7% are

minorities. 49% work in

non-union sponsors'

programs and 51% are

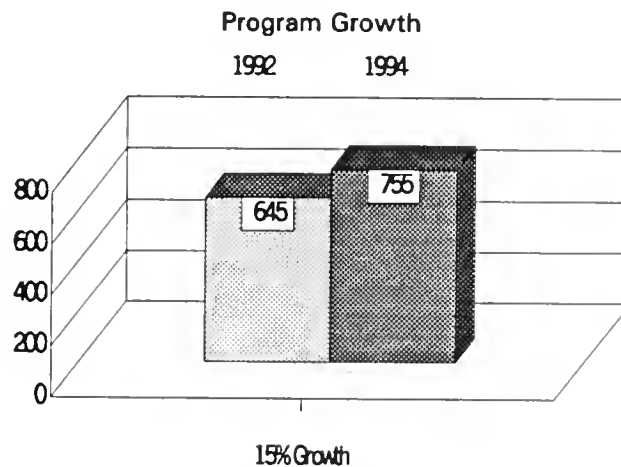
union members. Union

sponsorship is down to

10% from 17% of the total

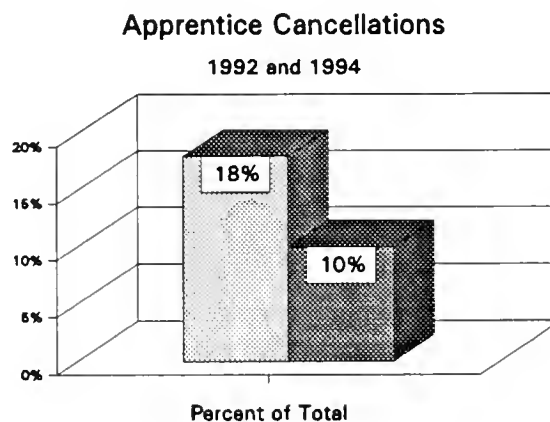
sponsors two years ago;

this does not indicate a reduction of union participation, but rather an increase in the number



of participating non-union sponsors. Also, there have been several inactive programs that have indentured new apprentices during 1994.

Better statewide employment figures and continued technical assistance provided by the Apprenticeship Training Program staff have reduced the number of apprentices cancelling out of their programs before completion. In 1992, 114 of the 645 apprentices in the program cancelled from the program before completion. This equates to 18% of the registered apprentices. In 1994, 77 of the 755 apprentices in the program cancelled. The improvement is a reduction to 10%.



During the biennium, industries that traditionally employ apprentices experienced the following employment trends:

CONSTRUCTION In 1993 this industry employed 13,700 people with 1,400 females in this work force. In 1994 the industry experienced another strong increase in growth with 14,700 employed. In 1994, 1,500 females were included in this industry's work force.

Since early 1991, Montana has experienced a continued steady increase in construction activity on a statewide basis. Currently the total number of building trades apprentices is 538. The forecast for that industry is predicting a slower growth as interest rates increase. Quality of life in Montana, still relatively low interest rate, and retail expansion are expected

to support a more moderate increase in the construction sector. Recent data indicates this increased employment rate has resulted in nearly year around employment in an industry that has historically experienced winter lay-offs and cut backs.

MANUFACTURING In 1993 this industry employed 22,900 people with 4,800 females in this work force. In 1994 Manufacturing experienced a slight decline with 22,700 employed. In 1994, the 4,800 females in this industry's work force maintained stability.

SERVICES In 1993 this industry employed 87,500 people with 57,100 females in this work force. In 1994, 58,700 females were included in this industry's 90,700 employee work force. This nearly 4% increase follows a multi-year trend of growth in the service industries.

The Apprenticeship Training Program staff will continue their public awareness efforts to expand apprenticeship in all industries throughout the state.

EEO SERVICES

The Secretary of Labor delegated authority and assigned responsibility to the Federal Bureau of Apprenticeship and the Office of Federal contract Compliance programs to enforce current EEO and Affirmative Action regulations to program sponsors of apprenticeship. The state apprenticeship staff provides services and compliance reviews for programs required to have Affirmative Action Plans and EEO Selection Procedures. The state program staff also investigate and mediate complaints relative to these areas.

Sponsors who regularly employ five or more apprentices must have a department approved Affirmative Action Plan and EEO Selection Procedure for choosing apprentices. State apprenticeship staff provide technical assistance to sponsors in the development and management of their plans.

In a meeting to finalize an affirmative action plan and selection procedure with a Bozeman plumbing contractor, the sponsor stated:

"I really need this plan. My company needs this. I have assets in this company, that someone could take if we did something wrong. This selection procedure is fair and nobody could argue with it."

The department is committed to including more women and minorities in registered apprenticeships. The Apprenticeship Training Program staff works closely with program sponsors, women and minority organizations to help sponsors achieve their goals. The staff will continue to take affirmative action to equalize apprenticeship opportunities for non-traditional workers with sponsoring employers.

APPRENTICESHIP ASSOCIATIONS

Registered apprenticeship in Montana is a strong vital training force. In many areas the standards and practices from Montana are looked to as exemplary examples by programs in other states. We are recognized as a leader in the regional apprenticeship community.

The staff of this program participate in organizations on a state, regional and national level that allow them to share their experiences and benefit from those of other programs:

- ▶ Rocky Mountain Apprenticeship Conference
- ▶ National Association of State and Territorial Apprenticeship Directors
- ▶ Montana Apprenticeship and Training Directors Association

ROCKY MOUNTAIN APPRENTICESHIP CONFERENCE

One staff member attended the 23rd Annual Rocky Mountain Apprenticeship Conference in September of 1993, in Albuquerque, New Mexico. This annual conference is regularly attended by apprenticeship representatives, public and private, in the eight state Rocky Mountain Region. Conference session topics centered on new federal regulations concerning EEO, Affirmative Action, the Americans With Disabilities Act, and seminars sponsored by the various trade organizations attending the conference.

In September of 1994, The 24th Rocky Mountain Apprenticeship Conference was held in Vail, Colorado; nearly 400 people attended this conference. The primary focus of the conference centered on seminars presented by the various represented trades. The seminars dealt with a variety of topics ranging from new training techniques and technologies to new laws effecting apprenticeships and the work place.

NATIONAL ASSOCIATION OF STATE AND TERRITORIAL APPRENTICESHIP DIRECTORS

Dan Miles, Apprenticeship Training Program Supervisor, is the current president of the National Association of State and Territorial Apprenticeship Directors (NASTAD). This organization works cooperatively to further the administration and interest of apprenticeship programs throughout the 32 states and territories belonging to NASTAD.

This office secures Mr. Miles a position on the Federal Committee on Apprenticeship (FCA) which is an advisory group to the United States Secretary of Labor. There are 21 members appointed by the Secretary, seven members each representing labor, employers and the public. In addition, there are four ex-officio members: the presidents of NASTAD and the National Association of Governmental Labor Officials (NAGLO), a representative of the U.S. Department of Education, and the Assistant Secretary of Labor for Employment and Training.

The letter from Secretary of Labor Robert B. Reich inviting Dan Miles to serve on the FCA stated specific charges for the group to provide recommendations on specific and overall issues:

- ▶ How can the apprenticeship system of training be broadened?
- ▶ What, if any, should be the limitations or parameters in terms of occupations or industries, in expanding the apprenticeship system?
- ▶ What should be the effective delivery system for an expanded apprenticeship system?
- ▶ What should be the role of Government (Federal, State or local) in a broader apprenticeship system?
- ▶ How can apprenticeship be more effectively linked to education and other training systems?

The members of NASTAD focus on collective issues that all of the members face in their respective apprenticeship communities and a collective formulation of solutions to deal with those issues. Mr. Miles' participation in NASTAD and his position on the FCA give Montana insight, a voice, and an impact on apprenticeship issues nationally.

THE MONTANA APPRENTICESHIP AND TRAINING DIRECTORS ASSOCIATION

The Montana Apprenticeship and Training Directors Association is a newly created organization composed of individuals involved in the direct administration of registered apprenticeship programs. The primary functions of this Montana based association are to:

- ▶ promote a better utilization of human ability and potential in apprenticeship training;
- ▶ encourage a better understanding of training and development as a basic responsibility of labor and management and
- ▶ promote the establishment and improvement of apprenticeship standards.

The organization members represent various trades from the apprenticeship community. Apprenticeship Training Program staff serve in an advisory capacity.

SPECIAL PROJECTS

APPRENTICESHIP TASK FORCE

In July 1994 a task force of apprenticeship community members was convened. This group was charged with assisting the department in drafting new administrative rules governing the establishment of wage progressions for registered apprenticeship programs in the construction trades. The twelve members were drawn from both union and non-union contractors and organized labor.

In the July meeting the private sector task force identified concerns with the current administrative rule. As a group they developed solutions through a consensus process. These recommendations were then drafted into proposed rule changes by the department's legal staff.

The task force members provided interim direction in the revision process. On December 16, 1994, the task force met again to address issues and make recommendations with the final proposed language; the department has drafted those recommendations into the rule proposal. The rule making process and public comment period is expected to be completed and the revised rule published by summer 1995.

PUBLIC AWARENESS CAMPAIGN

The general public has a stereotypical perception of apprenticeship; most people think that apprenticeships are strictly union construction jobs. Of the over 170 apprenticeable occupations in Montana, only 11 are construction occupations. There are currently apprentices registered in 49 other occupations in Montana.

To help educate the public on these issues we have initiated a public awareness campaign. The Apprenticeship Training Program developed a campaign and support materials targeting different segments of the labor market. These materials provide information regarding apprenticeship and place the program logo before the public. The intention of the campaign is to provide information to employers about the existence of apprenticeship and training programs and relates the benefits afforded to them by operating an apprenticeship program in their business.

The primary objectives of this plan are to increase the number of people in registered apprenticeship programs, while lowering the number of sponsors necessary to maintain the program; and to increase the closing ratio of staff visits to potential sponsors by pre-qualifying prospects and educate targeted audiences on the opportunities and benefits of apprenticeship training.

An important additional aim is to put a visible program logo before the public. The idea is to get employers to think of registered apprenticeship as a training resource that is valuable to them and to their employees. When employers can not find skilled workers in the trade, registered apprenticeship training can help provide that future work force.

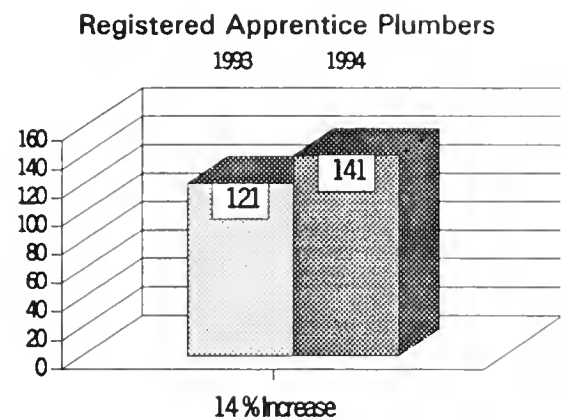
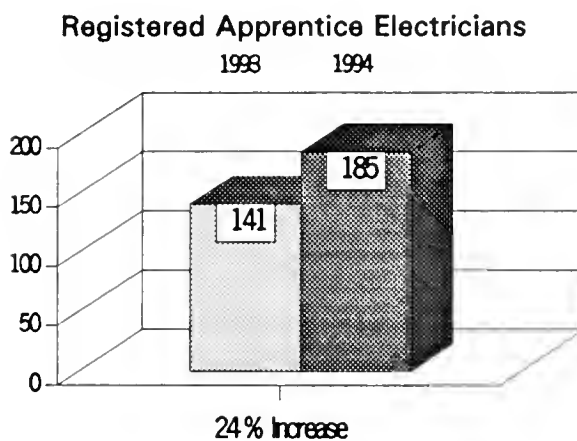
PROJECTIONS AND GOALS

EMPLOYMENT TRENDS

Since early 1991, Montana has experienced a steady increase in construction activity on a statewide basis. The current forecast for those industries is predicting a continued growth. Quality of life, low interest rates and retail expansion are driving the growth rate in

Bozeman-Gallatin, Missoula-Bitterroot, and the Flathead Valley areas. The growth rate in the greater Billings area is driven basically by industrial expansion from the energy and refining industries.

For example, during the 1993/94 period, there has been a continued short fall on the supply side for fully trained, licensed plumbers and electricians. In 1993 there were 148 electrician and 121 plumber apprentices in both the non-union and union sectors. In 1994 we saw a continuation of a four year increase in demand for apprentices in both these trades, with 185 electricians and 141 plumbers registered as apprentices.



Montana is forecasted to follow the national pattern with above average employment growth for occupations in the following areas:

- ▶ Computer-related industries such as sales and service.
- ▶ Health services, especially for the elderly.
- ▶ Education, basically a demand for new school structures in high growth areas in the state.

- ▶ Social services, especially for the elderly and abused.
- ▶ Criminal justice, corrections and public safety.
- ▶ Energy, environmental protection and conservation.

The majority of the above growth areas is associated with population growth and the strain that it is putting on existing services.

THE FUTURE FOR APPRENTICESHIP

Some trades have an aging work force, nearing retirement. These industries experienced periods where the first 10 of the last 15 years there wasn't enough work to support the training of younger workers. Even with increased apprenticeships in the last few years there are not as many replacement workers being developed to replace those who will retire in the next 10 to 20 years.

One western Montana electrical utility sponsor has a nine person line crew. They are all in their late forties; seven of them can potentially retire on the same day, the other two are two years behind them. This sponsor's program was certified in January, 1994, and currently has one apprentice registered. The company chose registered apprenticeship as their solution. This is an extreme example, but it isn't uncommon, to a lesser degree, in many companies and trades.

Economists that have studied the nature of the work force which will support this nation's economy at the turn of the century are urging dramatic changes in the manner in which people are being prepared for jobs during the next decade. Apart from structured apprenticeship programs, the opportunity to start at the bottom and work up seems to be disappearing very rapidly in today's technical revolution.

The solution lies in a system peculiar to our own culture. Replicating the Swiss and German systems will not be a guarantee of success in our culture. The answers must address

necessary changes in our present methods of preparing young people for the job market, other workers for the changing job market, and developing a sense of pride in skill development.

SCHOOL-TO-WORK LINKAGE

Much of our current education system is geared for a college prep curriculum. The reality is that only 20% of those who graduate from high school will ever earn a college degree.

The School-To-Work Opportunities Act provides a marvelous opportunity and an incentive to make an impact on our state's youth through training. School-To-Work linkages are receiving increased focus, in Montana and nationally. Those linkages need to prepare high school graduates to be trained in the industry of their choosing. School-To-Work is a necessity for all students.

- ▶ Education and work must be linked to show students practical applications of what they are being taught.
- ▶ Business must begin to believe that apprenticeship and other forms of on-the-job training are cost effective, a sound investment, and a responsibility it can't afford not to accept.
- ▶ School systems must: motivate youngsters to achieve and reward academic achievement, develop partnerships with business, be flexible in making changes in teaching methods and scheduling, and provide unbiased information to parents and students for educated career choices.
- ▶ Most importantly, school systems must prepare students for careers; all work doesn't require college education.
- ▶ All levels of government should: encourage and support legislation to bring about positive changes in developing a highly-trained work force, provide

financial support to achieve the desired goals, and act to remove obstacles impeding those efforts.

The Apprenticeship Training Program staff are participating in activities with the education community. Staff participate in career days in several communities across the state, and serve on task forces addressing school-to-work linkage. We work with teachers, counselors, parents and students, providing information and services on request.

The staff of the Montana State Apprenticeship Training Program believe that the apprenticeship concept is starting to receive recognition, and will continue to gain support from the training and education communities in the future. Apprenticeship should be a primary factor in implementing the ideas of school-to-work and a major player in building a competitive, qualified work force for the future.

APPRENTICESHIP TRAINING PROGRAM STAFF

| | |
|-----------------|--|
| Daniel F. Miles | Program Supervisor |
| Mark S. Maki | Apprenticeship Training Field Representative |
| Roy Symons | Apprenticeship Training Field Representative |
| Karen Luckey | Administrative Assistant |

REGISTERED APPRENTICES BY OCCUPATION

DECEMBER 31, 1994

| OCCUPATION | NUMBER |
|--|--------|
| Airframe & Powerplant Mechanic | 1 |
| Automobile Body Repairer | 13 |
| Automobile Mechanic | 13 |
| Baker | 7 |
| Boiler Operator | 3 |
| Bricklayer | 1 |
| Butcher-All-Round | 3 |
| Carpenter | 71 |
| Central-Officer Installer | 2 |
| Central-Officer Repairer | 15 |
| Chef | 1 |
| Cook - Hotel Restaurant | 1 |
| Diesel Mechanic | 5 |
| Electric Appliance Servicer | 3 |
| Electrical Tech | 1 |
| Electrician - Powerhouse | 1 |
| Electrician - Substation | 4 |
| Electrician - Maintenance | 4 |
| Electrician - Construction | 185 |
| Electronics Mechanic | 2 |
| Environmental Control System Installer | 1 |
| Farm Equipment Mechanic | 6 |
| Fire Fighter | 5 |
| Front End Mechanic | 1 |
| Gas Main Fitter | 1 |
| Glazier | 1 |

| | |
|-----------------------------------|-----|
| Hydroelectric Generation Operator | 19 |
| Jeweler | 2 |
| Line Erector -Construction | 5 |
| Line Installer - Utility | 2 |
| Line Repairer - Utility | 29 |
| Line Clearance Tree Trimmer | 10 |
| Machinist | 1 |
| Maintenance Repairer Building | 1 |
| Maintenance Mechanic | 2 |
| Meat Cutter | 10 |
| Mechanic - Industrial Truck | 1 |
| Millwright | 9 |
| Office Machine Servicer | 1 |
| Offset Press Operator | 1 |
| Operating Engineer | 9 |
| Painter | 6 |
| Pipefitter - Any Industry | 3 |
| Pipefitter - Construction | 17 |
| Plumber | 141 |
| Powerhouse Mechanic | 15 |
| Private Branch Installer | 1 |
| Protective Signal Installer | 1 |
| Refrigeration Mechanic | 5 |
| Residential Electrician | 17 |
| Respiratory Therapist | 1 |
| Roofer | 29 |
| Salesperson - Parts | 6 |
| Sheet Metal Worker | 35 |
| Sign Erector | 1 |
| Station Installer & Repairer | 5 |

| | |
|--------------------------------------|----|
| Structural Steel Worker - Ironworker | 13 |
| Taxidermist | 1 |
| Web Press Operator | 4 |
| Well Driller | 1 |

TOTAL : 755

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